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**SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR  
(AUTONOMOUS)  
I Year MBA II Semester (R16) Regular Examinations May/June 2017  
HUMAN RESOURCE MANAGEMENT  
(For Students admitted in 2016 only)**

Time: 3 hours

Max. Marks: 60

**SECTION – A**

(Answer all Five Units 5 x 10 = 50 Marks)

- Q.1** Define Human Resources Management and Discuss role of Strategies in Human Resources Management? 10M
- OR**
- Q.2** a) What are the functions and objectives of HRM 5M  
b) Differentiate Personal Management and Human Resources Management 5M
- UNIT-II**
- Q.3** What do you understand by HRP? What is its importance and bring out the factors influencing such a plan? 10M
- OR**
- Q.4** Define Recruitment and explain sources of Recruitment? 10M
- UNIT-III**
- Q.5** What are the different forms of Employee Compensation for Executives and Non- Executives? 10M
- OR**
- Q.6** Discuss factors influencing Compensation Management of organisation? 10M
- UNIT-IV**
- Q.7** Define Training and Development and how is a Training and Development Programme Designed? 10M
- OR**
- Q.8** Discuss the methods of Performance Appraisal? 10M
- UNIT-V**
- Q.9** Write note on:  
a) Approaches to Industrial Relations 5M  
b) Quality Circle 5M
- OR**
- Q.10** Explain steps involved in TQM process 10M

**SECTION – B**  
(Compulsory Question)

**1 x 10 = 10 Marks**

**Q.11. Case Study**

Mr. Kishore is a Branch Manager of Indian Bank at one of its village Branches. His staff included two clerks and an attender. Very often Mr. Kishore was left alone in the bank after 5pm to tally accounts, day books and complete all other formalities.

On the 30<sup>th</sup> December Mr. Kishore was working till past 2 a.m tallying the accounts since hardly one day is left for closing the accounts for the year. On this fateful night, the branch manager was attacked by a band of robbers, who looted Rs. 5 lakhs after brutally wounding Mr. Kishore's right hand, which had to be amputated later. After his recovery, the Branch Manager applied for compensation. The Bank Management was of the opinion that Mr. Kishore violated the job specification by working beyond the stipulated hours of work. He, in their views, was not entitled to any compensation as the accident occurred during non-employment hours. They also called for on explanation as to why the amount lost cannot be recovered from his salary and Provident Fund

**Questions:**

1. How do you justify the bank's stand in this case?
2. What modifications do you suggest in job specification to overcome such incidents in future?

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